

Educational Excellence Program, Iowa Code chapter 294A

Phase I—The goal of Phase I is to incorporate sufficient annual compensation to attract quality teachers to Iowa's public school system. Beginning July 1, 1998, the minimum annual salary paid to a full-time teacher as regular compensation (before applying teacher quality funding) shall be \$23,000. Phase I funding is calculated as the difference between what teachers making less than the minimum were paid in FY1999 and \$23,000. The same amount is paid each year to school districts and area education agencies as long as the total teacher FTE does not decline below the total teacher FTE in FY1999. If the FTE is reduced, the payment is reduced proportionately. FTE means full time equivalent. Phase I funding does not become "excess" funding for re-allocation, even when the salary base reaches or exceeds the minimum of \$23,000. Instead, Phase I is considered to be holding a space within the salary schedule and is considered paid out to teachers in full each school year. So there would be no Phase I to carryover. Phase I includes the cost of the employer's share of FICA and IPERS as well as salary. Phase I does not follow the students. Phase I is categorical funding that is recorded on the district accounting records with a specific Phase I project code. Phase I is paid to school districts and area education agencies in equal monthly installments October through June.

Phase II—The goal of Phase II is to keep Iowa's best educators in the profession by providing general salary increases. The funding is provided each year to the school districts and area education agencies based on enrollment. The funding is allocated to teachers as the district or area education agency and bargaining representatives for the licensed employees mutually agreed upon in FY1988. If no agreement was reached, then the allocation is divided equally based on FTE. Phase II is considered paid out in full each school year. So there would be no Phase II to carryover. Phase II includes the cost of the employer's share of FICA and IPERS as well as salary supplement. Phase II follows the students to other Iowa school districts or area education agencies, except students that are open enrolled. So Phase II received in tuition or paid in tuition would be considered in determining the total Phase II available to expend each school year. Phase II is categorical funding that is recorded on the district accounting records with a specific Phase II project code. Phase II is paid to school districts and area education agencies in equal monthly installments October through June.

Phase III—The goal of Phase III was professional development for teachers. Phase III funding was eliminated following the 2002-2003 school year. Balances on hand in the school district or area education agency continue to be categorical money and must be expended for the purposes for which the funding was appropriated at the sole discretion of the board. Appropriate expenditures would be those that implement real and fundamental change in the educational system to enhance the quality, effectiveness, and performance of Iowa's teachers and that are an integral part of a comprehensive effort toward meeting identified district goals or needs (CSIP/APR); for example, professional development costs and costs of additional professional development days for teachers. The Phase III balance does not follow students. Although there will be no revenues in Phase III, a district with a Phase III balance would continue to record expenditures in the accounting records with a specific Phase III project code.